Our actions toward a sustainable future
Our promise to future generations: we will be part of the solution, taking urgent actions now to co-create a brighter future for everyone, everywhere. A future where access to energy and digital are basic human rights. We will align with the 17 United Nations Sustainable Development Goals and measure our impact with transparency. In fact, our 2019 progress is highlighted throughout this report.

Our promise:

A concrete plan for a more sustainable world

The COVID-19 crisis puts fundamentals in perspective. There are primary threats, and secondary subjects. Both the pandemic and climate change belong to the first category. Climate change is the greatest challenge of our generation, and the next 10 years will be crucial to addressing it. Together we must reduce CO_2_ emissions and halt the rise in Earth’s temperature.

At Schneider Electric, our commitment is to be the partner of our customers on their journeys toward sustainability, and become carbon-positive ourselves, fully aligning with our strategy and purpose. These engagements exemplify innovation for an all-digital and all-electric world. We advocate for bold measures to accelerate the emergence of a low-carbon world that will meet the demands of future generations.

Two critical disruptions — digital and renewables — can help us rethink our energy model and protect our planet’s future. At Schneider, we combine these technologies to advance a world that increases efficiency and sustainability in buildings, data centers, infrastructures, IT, and cities.

If the world is to achieve the United Nations (U.N.) Sustainable Development Goals (SDGs) by 2030, we must build momentum now — and increase its pace. This is why Schneider answered the call for new 1.5°C Science-Based Targets in 2019, accelerating our carbon-neutrality goal by five years and establishing the roadmap for a post-carbon economy.

In addition to expediting our 2030 goal of carbon-neutrality in our extended ecosystem by 2025, we commit to net-zero operational emissions by 2050 and a net-zero supply chain by 2050. But we should go further. Therefore, we support partners and customers on their individual sustainability journeys, and team up with like-minded vendors and suppliers. We work with public and private-sector members to reduce carbon emissions and limiting temperatures to 1.5°C, and poverty, and assure equal rights. As companies that are part of local communities, we all play a crucial role.

In 2019, we partnered with the Business for Inclusive Growth (BIG) coalition, joining hands with 34 international companies to invest a combined total of over $1 billion USD in more than 150 current and future initiatives, benefiting 100 million people to date. In 2020, we launched the Tomorrow Rising Fund to support the communities around us facing the coronavirus pandemic. Schneider is a responsible company that engages with its environment.

This is part of the momentum we’ve been building through 20 years of engagement and innovation in sustainability. We have proclaimed Schneider to empower everyone to make the most of their energy and resources. Our technologies reconcile growth, access to energy for all, and a carbon-free future for our planet. We play a unique role in contributing to the solutions of global issues. More than just economic actors, we bring ideas, skills, and technologies and deploy them at scale. Our people and partners see them through by serving local communities around the world.

At Schneider, we believe that companies can make a positive impact and contribute to societal progress. We empower all to make the most of their energy and resources to ensure that Life Is On everywhere, for everyone, and at every moment. We pioneer digital solutions for sustainability. We have the duty to be profitable. We also have the responsibility to build a resilient and sustainable future where energy and digital are available to everyone. These are fundamental human rights giving access to a decent and safe life, and to education and economy.

Do good to do well and do well to do good: that is our program for the coming decade.

“A concrete plan for a more sustainable world.”

Jean-Pascal Tricoire, Chairman & Chief Executive Officer, Schneider Electric
Our Impacts on the SDGs

The 2018 – 2020 Schneider Sustainability Impacts (SSI) is a collection of our sustainability goals, grouped under five megatrends. We use the SSI to share our contributions toward tackling climate change, ending poverty, improving health, and reducing inequality. We invite you to explore this report to see how our actions help advance these global efforts.

More than ever, in 2019, the SSI demonstrates that rapid, disruptive changes for a more sustainable world are possible across diverse and complex topics. We are amazed by the commitment of our teams and partners worldwide to contribute to our common goals, and confident we’re on the right path with efforts validated by external experts. This year will be pivotal in pushing to reach ambitious targets and beyond. The SDGs form the basis of our SSI, which guide our contributions toward tackling climate change, ending poverty, improving health, and reducing inequality. We invite you to explore this report to see how our actions help advance these global efforts –

Gilles Vermot Desroches, Sustainable Development Senior Vice President, Schneider Electric

Introduction

We work to advance the SDGs every day. They’re a shared blueprint for peace and prosperity for all people and our planet. Achieving them requires global partnerships to transform our world by 2030, and beyond. The SDGs form the basis of our SSI, which guide our contributions toward tackling climate change, ending poverty, improving health, and reducing inequality. We invite you to explore this report to see how our actions help advance these global efforts –

Olivier Blum, Chief Strategy & Sustainability Officer, Schneider Electric

Climate

- IMPACT #1: 80% renewable electricity
- IMPACT #2: 10% CO2 efficiency in transportation
- IMPACT #3: 120 million metric tons CO2 saved on our customers’ and end through our offers
- IMPACT #4: 25% increased turnover for our EcoStruxure® Energy & Sustainability Services

Circular Economy

- IMPACT #5: 75% of sales over our new Green Premium® program
- IMPACT #6: 200 sites sealed toward zero water waste ( storyt)
- IMPACT #7: 100% cardboard and pallets for transport from recycled or certified sources
- IMPACT #8: 120,000 metric tons of voluntary resource consumption through ECOFIT®, recycling, and take-back programs

Health & Equity

- IMPACT #9: 90% of employees had access to a comprehensive wellbeing at work program
- IMPACT #10: 75% health & safety incident rate compared to the year, with 30% digital learning
- IMPACT #11: 100% of workers received 15 hours of learning in the year, with 30% digital learning

Ethics

- IMPACT #12: 90% of employees worked in countries that have fully implemented an ethical reporting policy
- IMPACT #13: 100% of employees had access to a comprehensive wellbeing at work program
- IMPACT #14: 95% of employees covered under the Pay Equity policy

Development

- IMPACT #15: 70% scored in 2019 on the Employee Engagement Index
- IMPACT #16: 0.88 medical incident per 100,000 hours worked
- IMPACT #17: 350 suppliers under Human Rights & Environment overlay assessment
- IMPACT #18: 1.5 pts/100 increase in average score of ISO 26000 assessment for our strategic suppliers

Our Impact on the SDG’s

- IMPACT #19: 5.5 pts/100 increase in average score of ISO 26000 assessment for our strategic suppliers
- IMPACT #20: 400,000 underprivileged people trained in energy management
- IMPACT #21: 15,000 volunteering days thanks to our Volunteerism platform

View the full report

See full results
In a speech to assembled heads of state in September 2019, U.N. Secretary-General António Guterres spoke to the gravity of our reality: “The climate emergency is a race we are losing, but it is a race we can win. The climate crisis is caused by us and the solutions must come from us. We have the tools: technology is on our side.”

In December 2015, during COP21 (also known as the Paris Agreement), Schneider Electric made a firm resolution to help address the climate crisis. Ever since, our commitments have kept pace with science-based targets designed to limit global warming to 1.5 °C. In the cascading urgency of climate change, we believe there are reasons to be hopeful and reasons to work harder — and there are no reasons not to act.

Climate action, no excuses

The climate crisis requires an all-hands approach to mitigate the effects of a warming world. By decarbonizing our operations and supply chain — as well as creating resource-sensitive products and services — we continue our steady climate-positive progress.

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Capitalism is meant to increase capital, but what we are doing today is exactly the opposite. A banking sector fully engaged in the transition to clean energy would recognize that our planet is the asset upon which our prosperity is built.”

Bertrand Piccard,
Founder and Chairman,
Solar Impulse

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2019 climate highlights

We made a firm resolution years ago to address the climate crisis. We work toward a cleaner future by building sustainable programs into our business, and in 2019 we continued to turn rhetoric into results. 

Our progress toward a brighter, cleaner future for all has been validated and reinforced by events, awards, and partnerships over the past year, as we:

- Developed a revolutionary medium-voltage switchgear that uses pure air instead of SF6.
- Partnered with The Climate Group in their EV100 initiative to hasten the global adoption of electric vehicles.
- Entered into a four-year partnership with the Solar Impulse Foundation to help identify 1,000 solutions that profitably protect the environment.
- Recognized as one of Corporate Knights’ 100 Most Sustainable Corporations for the seventh consecutive year.

See how Lidl, one of Europe’s largest grocery chains, uses EcoStruxure to build a cutting-edge distribution center.

Technologies for a cleaner future

For us, success is determined by the amount of CO2 emissions saved and avoided on our customer’s end through our offers, and in 2019 we continued to turn rhetoric into results.

- *Our design process — ecoDesign Way™ — creates solutions that adhere to circular principles, with transparent environmental footprint information.
- EcoStruxure architecture delivers CO2 benefits to customers — with some customers achieving a carbon-negative operation.
- Energy & Sustainability Services (ESS) use solutions like EcoStruxure Resource Advisor to proactively manage the energy, carbon, and resource footprints of thousands of clients worldwide.
- We infuse our new offers with circular principles — take-back, recycling, and environmental footprint for customers.

Invested €1.3B in R&D and innovation to advance a new electric and digital world through innovations, such as inventing decarbonizing technologies and incorporating new circular business models into our operations.

EcoStruxure Energy & Sustainability Services by the numbers

- 128M metric tons of CO2 controlled
- €30B managed in energy spend (70 GWh)
- 250,000 client sites managed via EcoStruxure Resource Advisor software
- 10% CO2 efficiency in transportation
- 80% renewable electricity
- 25% increased turnover for our EcoStruxure Energy & Sustainability Services
- 80% of applicable sites certified toward zero waste to landfill
- 100% cardboard and pallets recycling, and transportation packing from recycled or certified sources
- 120,000 metric tons of avoided primary resource consumption through ECOFIT™, recycling, and take-back programs
- 40% turnover of our Access to Energy program
- 8.2% SF6 leakage in manufacturing process
- 95% waste recovery rate
- 14% VOC emissions intensity
- 100% of applicable sites certified with ISO 14001, ISO 50001, and ISO 45001
- 100% renewable electricity (RE 100*)
- 120,000 metric tons of CO2 saved on our customers’ end thanks to our offers
- 70% of sales under the Green Premium program
- 280 sites labeled toward zero waste to landfill
- 106% cardboard and plastic for transportation packaging from recycled or certified sources
- 120,000 metric tons of avoided primary resource consumption through ECOFIT™, recycling, and take-back programs
- 40% turnover of our Access to Energy program
- 8.2% SF6 leakage in manufacturing process
- 95% waste recovery rate
- 14% VOC emissions intensity
- 100% of applicable sites certified with ISO 14001, ISO 50001, and ISO 45001
- 100% energy efficiency (IEC, 2017)

Life Is On | Schneider Electric  •  9

By 2020

- 85% renewable electricity
- 10% CO2 efficiency in transportation
- 120,000 metric tons of CO2 saved on our customers’ end thanks to our offers
- 70% of sales under the Green Premium program
- 280 sites labeled toward zero waste to landfill
- 106% cardboard and plastic for transportation packaging from recycled or certified sources
- 120,000 metric tons of avoided primary resource consumption through ECOFIT™, recycling, and take-back programs
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- 8.2% SF6 leakage in manufacturing process
- 95% waste recovery rate
- 14% VOC emissions intensity
- 100% of applicable sites certified with ISO 14001, ISO 50001, and ISO 45001
- 100% energy efficiency (IEC, 2017)

By 2030

- 100% renewable electricity (RE 100*)
- Double energy productivity vs. 2005 (EP 100*)
- 95% waste recovery rate
- Double the quantity of recycled plastic in our products
- Net-zero operational emissions and reduction of scope 3 emissions by 2030 vs. 2017 as per 1.5°C G STB
- A net-zero supply chain by 2030

Our climate impacts for the SDGs

We advance the following SDGs to tackle climate change, mitigate the impact of rising temperatures, and help create a healthier planet for future generations.

- Climate change: 83% reduction of CO2 emissions (vs. 2005).
- Water conservation: 95% waste water recovery.
- Shrink 50% of our company fleet to electric cars (EP 100*).
- Net-zero operational emissions and reduction of scope 3 emissions by 2030 vs. 2017 as per 1.5°C G STB.
No society can shift overnight to a thriving economy in a world characterized by climate change, biological resource constraints, and phased-out fossil fuels. No country, no city, no company can react, rethink, or reconfigure its infrastructure instantaneously. Clearly, those who plan ahead and prepare themselves stand a far better chance to thrive than those who keep investing in the obsolete resource-intensive economy.

Mathis Wackernagel, 
Founder & President, 
Global Footprint Network

On July 29, 2019, humanity’s demand for resources exceeded what the Earth’s ecosystems can replenish over an entire year. This staggering metric is known as “Earth Overshoot Day.” The constant use of finite resources has been the de facto consumption model since the First Industrial Revolution.

The circular economy, in contrast, designs out the inherent wastefulness of the linear model. It’s a ground-up transformation that creates long-term resilience by respecting resources and the energy it takes to procure them. Schneider Electric is one of the largest leaders in pursuit of this new circular model.


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Our initiatives at the end of the 2019

We’re one of the few companies in the industrial sector to be part of the New Plastic Economy Global Commitment coordinated by the Ellen MacArthur Foundation. In 2018, we committed to doubling the quantity of recycled plastics in our products by 2025, to align with goals put forth in France’s Circular Economy Roadmap, and we’ve been single-use plastics in our facilities around the world. The latter progress was the result of our new Act for Green program, which encourages our employees to share their ideas to advance Schneider’s sustainability mission.

At the end of 2019, we launched a pilot program to enhance our water reduction goals: our Green Packaging Project. With this new initiative, we can reduce the use of plastic film in packaging by 97,000 square meters — enough to cover 14 soccer fields. With regard to cardboard, this program will also help us conserve about 14 tons of raw material.

In addition to reducing our use of plastic and conserving resources, we’ve made great strides in reducing the amount of waste we recycle: since 2012, we’ve increased the amount of waste we recycle from 8% to 30% of our total waste. This means that in 2018, we kept 11,000 tons of waste out of landfill — more than the weight of the Eiffel Tower. Our progress in this area has led to 103 of our sites labeled toward zero waste to landfill.

Schneider has been awarded the premier circular economy award, The Circulars, in the Multinational Category for 2019. The award recognizes our efforts to place sustainability at the heart of our strategy. To help fuel our ambitious sustainability progress, we rely heavily on digital innovation. Just as the future of our planet depends on applying the principles of the circular economy, the speed at which these principles are adopted depends on technology. ICT, for example, enables proactive maintenance of longer equipment lifecycles. Automation and AI — which can add $13 trillion to the global economy by 2050 — can quickly extract insight that leads to improved efficiencies.

The business world is increasingly recognizing that value in dependering the outcomes “take-make-dispose” approach that’s been in place for the past 200 years. Schneider has products, solutions, and services in the market today that make this transition not only easy, but also cost effective. Our ecoDesignWay helps ensure that all of our products create an environment as comfortable as possible, from conception to end-of-life. Once products are in place, our ECOFIT program helps customers maintain and modernize electrical equipment in a cost-effective, environmentally friendly way — without impacting day-to-day operations.

Both of these solutions fall under the umbrella of our Green Premium program. In 2019, the main objectives for this program were to:

- Keep products compliant with regulations
- Continuously verify the environmental claims for our products
- Extend this level of scrutiny to include services and software
- Provide additional environmental attributes in the online product data sheet

Click above to discover our contributions to the SDGs

Our circular economy impacts for the SDGs

We advance the following SDGs in support of a circular economy to amplify the maximum value of resources across our supply chains.

By 2020

- 75% of sales under the Green Premium program
- 200 sites labeled toward zero waste to landfill
- 100% cardboard and pallet for transport packing from recycled or certified sources
- 120,000 metric tons of avoided primary resource consumption through ECOFIT, recycling, and take-back programs
- 45% of our business initiatives as part of our 1.5°C SBT
- 100% of applicable sites certified with ISO 14001, ISO 50001, and ISO 45001
- 100% of applicable sites certified with ISO 14001, ISO 50001, and ISO 45001
- 100% of applicable sites certified with ISO 14001, ISO 50001, and ISO 45001

By 2030

- Invest EUR 500 million toward sustainable innovation
- A re-born supply chain by 2030
- Double the quantity of recycled plastic in our products
- Net-zero operational emissions and reduction of scope 3 emissions by 35% by 2035 (vs. 2017) as part of our 1.5°C SBT
- 75% of sales in 1 and 2 emissions compensated with credits generated by the Livelihood Carbon Fund
- Engage with sustainable business initiatives such as the U.N. Global Compact

Learn more at Schneider Electric | sdreport.se.com | sdreport.se.com
HEALTH & EQUITY

Schneider Electric’s greatest resource is its people. This is why the company takes action in support of the health and well-being of employees, partners, and people around the world. Efforts to promote overall wellness, learning and development, and safety are what advance Schneider’s people-focused sustainability goals.

Why are we proactive on this front? Because great people make Schneider Electric a great company. And beyond our own business, we want to help create positive change around the world for those subject to sub-standard working conditions, fuel poverty, inequality, and discrimination. Eradicating poverty means prioritizing quality work and economic growth for all.

During these challenging times, we’ve seen how important — even life-saving — flexible work schedules are, especially for women. Schneider is to be applauded for its commitment to flexibility and to helping employees find what works best for them.”

Kim Azzarelli,
Co-Founder and CEO, Seneca Women

Innovative policies for great employees

Schneider Electric’s greatest resource is its people. This is why the company takes action in support of the health and well-being of employees, partners, and people around the world. Efforts to promote overall wellness, learning and development, and safety are what advance Schneider’s people-focused sustainability goals.

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A living wage is a basic right.

At Schneider Electric, we believe that earning a decent wage is essential for all. We are committed to paying employees in the lower salary ranges at or above the living wage to meet their family’s basic needs, including food, housing, sanitation, education, healthcare, and discretionary income for local standards of living.

Schneider continues to partner with independent advisor Business for Social Responsibility (BSR) on this topic. Since this collaboration began, we’ve initiated a global process to analyze our wage levels and employment practices against local living wage standards set by BSR. At the end of 2019, we covered 63 countries, reaching 99% of our footprint. This practice will continue in 2020.
Empowering employees in their unique lives

At Schneider, we’re driven by our meaningful purpose, and continuously create an inclusive environment where employees are empowered to innovate and be at their best. This is our Employee Value Proposition.

Our core values challenge the status quo. Schneider Electric’s core values define the company and its brand, anchor our culture, and help us move in a positive direction.

It’s one thing to discuss company efforts, and another to hear from employees firsthand. Around the world, more than 70 Schneider team members have shared personal, powerful stories on our Employee Voices blog since 2018, including:

At Schneider Electric Malaysia, I stepped up to prove that women can lead the male-dominated industry too. I want to continue creating an inclusive culture where all forms of diversity are seen as a real value for the company.”
Astri Ramayanti Dharmawan, Country General Manager, Schneider Electric Malaysia and Brunei

Throughout my 25-year career path, being exposed to different parts of the business has given me a sense of belonging. Regardless of which role we are holding, every decision will ultimately impact the company and customers. Seeing our efforts come to fruition is one of the most rewarding feelings.”
Ernest Elias Sasmita, Logistics Network and Engineering Director, Schneider Electric East Asia and Japan

MEANINGFUL INCLUSIVE EMPOWERED

2019 health & equity highlights

Health & Equity was a major priority in 2019 as we continue to promote the well-being of our employees, ground ourselves in our core values, and emphasize ongoing learning, development, and safety.

Flexible policies fit employees’ lives.

Our inclusive Global Flexibility Principles empower all employees to manage their unique life and work. Today, 70% of employees worldwide demand flexible policies, yet 44% of companies still do not allow remote work at all.

We do things differently, promoting a gender-inclusive culture and accommodating employees’ needs with flexible working hours, telecommuting, and part-time options. Currently, 89% of our employees are covered by these programs.

Further, our Global Family Leave policy addresses various time-off needs, including caring for sick or elderly family members as well as bereavement, with a fully inclusive definition of family. It is deployed in 100+ countries, and on track to reach 100% of employees by the end of 2020.

100% of employees worked in countries that have fully deployed our Global Family Leave policy.

2018 and 2019 progress against our 2020 health & equity goals:

Impact #9: 70% scored in our Employee Engagement Index

2018 65%
2020 70%

Q4 2018 67%
Q4 2019 64%

Impact #10: 0.88 medical incident per million hours worked

2018 1.15
2020 0.88

Q4 2018 0.94
Q4 2019 0.79

Impact #11: 90% of employees had access to a comprehensive well-being at work program

2018 0%
2020 100%

Q4 2018 20%
Q4 2019 47%

Impact #12: 100% of employees worked in countries that have fully deployed our Global Family Leave policy

2018 and 2019 progress against our 2020 health & equity goals:

HEALTH & EQUITY

Q4 2019 PROGRESS
62%
Q4 2018 PROGRESS
57%

Q4 2019 PROGRESS
79%
Q4 2018 PROGRESS
78%

2018 and 2019 progress against our 2020 health & equity goals:

Q4 2019 PROGRESS
99%
Q4 2018 PROGRESS
75%

Q4 2019 PROGRESS
99%
Q4 2018 PROGRESS
92%

Q4 2019 PROGRESS
90%
Q4 2018 PROGRESS
89%

Q4 2019 PROGRESS
95%
Q4 2018 PROGRESS
92%

Q4 2019 PROGRESS
95%
Q4 2018 PROGRESS
92%

Q4 2019 PROGRESS
62%
Q4 2018 PROGRESS
57%

Q4 2019 PROGRESS
79%
Q4 2018 PROGRESS
78%

Q4 2019 PROGRESS
99%
Q4 2018 PROGRESS
92%

Q4 2019 PROGRESS
90%
Q4 2018 PROGRESS
89%

Q4 2019 PROGRESS
95%
Q4 2018 PROGRESS
92%

Q4 2019 PROGRESS
62%
Q4 2018 PROGRESS
57%

Q4 2019 PROGRESS
79%
Q4 2018 PROGRESS
78%

Q4 2019 PROGRESS
99%
Q4 2018 PROGRESS
92%

Q4 2019 PROGRESS
90%
Q4 2018 PROGRESS
89%

Q4 2019 PROGRESS
95%
Q4 2018 PROGRESS
92%

Q4 2019 PROGRESS
62%
Q4 2018 PROGRESS
57%
Our inclusive policies are applied worldwide, promoting equal treatment for all employees.

- Signed the U.N. Free & Equal Standard to advance LGBTQ+ inclusion; Schneider Brazil, Chile, Argentina, Colombia, and France have signed LGBTQ+ equality charters.
- Announced a global LGBTQ+ Employee Resource Group (ERG); Schneider LGBTQ+ and Allies, open to all employees with an interest in workplace inclusion.
- Built a network of 20% women in managerial positions, with at least one direct report to build a gender-balanced leadership pipeline.
- Focused on hiring and including more women in sales and technical roles with 20% of STEM (Science, Technology, Engineering, and Mathematics) roles filled by women at the end of 2019.
- Achieved a hiring rate of 25.6% women and similar turnover for men and women.
- Grew female representation to 15% in the sales population, with a hiring rate of 23.0%.
- Our goal is to have women comprise at least 25% of sales roles by 2020.
- Launched the Schneider Women Leaders’ Program (replacing the previous “Women in Leadership” program) to support professional development through a virtual nine-month coaching program, benefiting 600+ women.
- Became the first multinational company with a 100% commitment to the U.N. Women’s Empowerment Principles (WEP) across its global leadership team.
- Engaged each country leader in markets with at least 15 employees to personally sign the WEP, acting as change agents and moving Schneider toward gender equality.

Schneider employees are heard, respected, and rewarded.

Each year, Schneider employees are asked to provide anonymous, invaluable feedback through our externally managed OneVoice survey. The results offer a detailed view of our employees and keep us moving in a positive direction.

Our OneVoice survey in numbers for 2019:

- 100% of employees surveyed once from 2018 (including surveys targeted population to move toward a continuous listening strategy).
- 1 platform for all Human Resources surveys.
- 89,000 unique views, of which 71,576 were answered.
- 3,749 managers received a dedicated report.
- >40,000 participated answered surveys.
- 84% participation rates in 2019, up from 62% in 2011.

World Employee Share Ownership Plan (WESOP)

Schneider employees are expected to Act Like Owners in every way. Since 1991, the company has offered employees the chance to become company owners thanks to the World Employee Share Ownership Plan (WESOP). The program was recognized by the Global Equity Ownership Best Practice Awards & Global Equity Ownership Awards.

WESOP has been a key part of the annual Rewards Programs, open to employees across 38 countries and allowing them to become Schneider shareholders by subscribing to shares at a 15% discount, supported by employer matching contributions where applicable.

In 2019, more than 50% of WESOP-eligible employees subscribed, representing more than 56,000 employees. This is the third consecutive year of unprecedented participation. As of December 31, 2019, the employee shareholder representation was 43.7% of Schneider Electric SE’s capital and 63.1% of the voting rights. 75% of Schneider Electric employees were shareholders located outside of France, of which 13% are in China and the U.S., and 11% in India.

In line with the Schneider Core Value of Learn Every Day, we invest in education ranging from improved board leadership to building a more diverse employee pipeline. Education addresses the mismatch between available workforce skills and job vacancies—a key problem in many markets. Schneider organized two Global Learning Days in 2019, themed “All About Digital” and “Customer First.”

Most activities were designed and delivered by employees, where 85% of responding participants were satisfied with the quality of activities offered and 85% learned something new.

Schneider Green Drive sustainable innovation.

The successful Schneider Green Drive study competition (formerly Go Green in the City) celebrated its 10th year in 2019, continuing to challenge university students worldwide to create innovative solutions in three categories:

- Sustainability and Access to Energy
- Buildings of the Future
- Plants of the Future
- Grids of the Future

In 2019:

- 23,000 students registered
- 3,000+ ideas submitted—a new record for the competition
- 16 countries were named
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Global Learning Days

The Schneider Go Green drives sustainable innovation. The successful Schneider Go Green drives sustainable innovation (formerly Go Green in the City) celebrated its 10th year in 2019, continuing to challenge university students worldwide to create innovative solutions in three categories:

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Recognitions and awards

Bloomberg: 2019 Gender-Equality Index 2019, 2020

Comparably: “Best Company for Women” 2020

Corporate Knights: “Global 100” most sustainable companies, seventh year in a row

Schneider essentials

Beginning in 2018 as an annual commitment, all employees were assigned mandatory courses to strengthen common understanding on cultural topics. 50% of employees completed this education, which consists of:

- Our Principles: Responsibility. Renewed in 2019 to better reflect today’s world
- Cybersecurity: An overview of protecting the company, which is everyone’s responsibility
- Our Core Values: Guidance on our five core values and their impact on our business

Safety

Always a top priority, our safety strategy was reinforced in 2019 and will continue in 2020 to maintain comprehensive visibility into safety metrics. When an incident occurs, it is reviewed with management and corrective actions are implemented. Communications are then sent to relevant teams, and we have a system in place for rapid, global safety alerts to all employees. Constant evaluation, as well as special events like our “Global Safety Day,” support our efforts to ensure all employees maintain a high level of safety awareness.

Internal trainers

Schneider promotes a culture of employee development through a global community of trainers. In 2019, these 9,000+ global trainers delivered 140,000+ hours of instruction.

Corporate Chairman & Chief Executive Officer Jean-Pascal Tricoire named one of “The Best-Performing CEOs in the World” for the second year in a row, 2020

Harvard Business Review: Schneider Chairman & Chief Executive Officer Jean-Pascal Tricoire named one of “The Best-Performing CEOs in the World” for the second year in a row, 2020

Gartner: Supply Chain Top 25, 2019

Military Friendly: “Military Friendly Company” 2020

Our Core Values:

■ Purpose
■ Innovation
■ Sustainability
■ Respect
■ Safety

Our Principles:

■ Responsibility
■ Transparency
■ Ethics
■ Reputation

Our Principles: Responsibility. Renewed in 2019 to better reflect today’s world

Our Health & Equity Impacts for the SDGs

We advance the following SDGs in support of the Health & Equity of all Schneider employees, and to promote meaningful work, well-being, and inclusive worlds.

By 2020

- 3.8 medical incident per million hours worked
- 39% of employees had access to a comprehensive well-being at work program
- 100% of workers received 15 hours of learning in the year, with 30% digital learning
- 100% of employees work in countries that have fully deployed our Global Family Leave policy
- 93% of employees covered under the Pay Equity Framework

By 2030

- 100% of employees will have access to a comprehensive well-being at work program
- 1M underprivileged people will be trained in energy management
- 10,000 entrepreneurs and 10,000 instructors will be trained in energy management
- 80M people will have access to energy thanks to our offers
- Engage actively with sustainable business initiatives, such as the U.N. Global Compact

Our 2020 safety goals:

- Zero fatalities
- Zero serious incidents
- Sustainable results

Our 2020 health & equity results:

- 95% of employees received 15 hours of learning in the year, with 30% digital learning
- 100% of employees received specific on-site assessment
- 350 suppliers under Human Rights & Environment vigilance received specific on-site assessment
- 400,000 underprivileged people trained in energy management
- Engage actively with sustainable business initiatives, such as the U.N. Global Compact

Life Is On | Schneider Electric sdreport.se.com sdreport.se.com
For Schneider Electric, being sustainable doesn’t just mean helping the environment; it means doing what’s right for people, too. We’re committed to preserving peoples’ dignity, advancing the communities in which our influence is felt, and ensuring these values are shared across the industries of which we’re a part.

Our Principles of Responsibility

The PoR is a simple but important statement that explains what our company stands for. It’s a charter of values that guide our actions and decisions, and empowers employees to take ownership.

The PoR inspires every one of our policies. This document is crucial in our relationships with suppliers and subcontractors, as these entities are historically more vulnerable to human rights abuses. We strive for complete transparency and are vigilant in controlling our supply chain; if we detect that something doesn’t adhere to our principles, we resolve it — because when facing an ethical dilemma, doing nothing means doing the wrong thing. We adhere to our PoR not just because it’s the right thing to do, but to support an environment that actively empowers people within our company and throughout our ecosystem.

Companies that respect human rights are sending a signal to consumers, investors, and the public at large that they are a brand that is trustworthy and serious about sustainability. Beyond managing risk, businesses that proactively invest in human rights can contribute to a peaceful society and help create the conditions for inclusive prosperity.”

Lise Kingo,
CEO and Executive Director,
U.N. Global Compact

How we treat others defines us

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Though a more globalized and connected world provides higher standards of living for many13, there are systemic problems that may seem shocking in the 21st century. Right now, more than 25 million people are victims of forced labor14, and corruption accounts for approximately 5% of global GDP15. Cybercrime is expected to account for $6 trillion in damage by 202116.

As a global company operating in more than 100 countries, we deploy diverse practices in pursuit of responsible action. Our Principles of Responsibility (PoR) have guided us since 2002 and was reimaged in 2019 to meet the challenges in the decade ahead. Prepared in compliance with the 10 principles of the U.N. Global Compact, the Universal Declaration of Human Rights, the International Labor Organization, and the Organization for Economic Cooperation and Development, our PoR provides the ethical foundation needed for responsible operation.

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For us, ethical operation is the cornerstone of every initiative we put forth in pursuit of a cleaner, more equitable future.

Human rights and duty of vigilance

To comply with the 2017 French Duty of Vigilance law, Schneider Electric created an ambitious Vigilance Plan to identify and prevent potential risks related to human rights, health and safety, and the environment. This initiative meticulously monitors not only our own activities, but also those of our suppliers, and subcontractors.

As part of this vigilance plan, we began a three-year audit strategy in 2018 to scrutinize 350 high-risk suppliers, on-site, by 2020. At the end of 2019, we completed 274 audits and 65% of the non-conformities detected from these audits have been closed.

As one of the world’s most ethical companies,5 we have a zero-tolerance policy toward corruption.

Inherent system vulnerabilities from cloud data storage and computing

System risks due to bugs system access and control

Threats to revenue and reputation due to data breaches

Physical damage to equipment from malicious attacks

In addition to working closely with leading companies on cybersecurity, we’ve committed to “cybersecurity by design” — our EcoStruxure platform provides customers end-to-end cybersecurity solutions and services. We recognize that this ecosystem-wide security responsibility starts with us, which is why in 2019, 36% of Schneider Electric’s completed training on cybersecurity.

2019 ethics highlights

For us, ethical operation is the cornerstone of every initiative we put forth in pursuit of a cleaner, more equitable future.

Cybersecurity

As digitization is rapidly transforming our environment, specific threats have appeared:

- Inherent system vulnerabilities from cloud data storage and computing
- System risks due to bugs system access and control
- Threats to revenue and reputation due to data breaches
- Physical damage to equipment from malicious attacks

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Ethics & Compliance program

The Real Line is the professional internal alert system that allows Schneider Electric’s employees to report ethical concerns either confidentially or anonymously, to relevant local legislation. And because ethical concerns aren’t limited to our own employees, we have an alert system for external stakeholders (suppliers, customers, business agents, etc.) — the Green Line. Whether a person calls from inside or outside the company, each disclosure is treated as sensitive information so that whistleblowers can communicate without fear of retaliation.

Every alert in both systems is investigated by the Group Compliance Committee, with appropriate action taken if an investigation reveals a violation. To provide uniformity and fairness to all employees, we’ve also created a Disciplinary Committee, whose function is to address significant violations of our policies. The Disciplinary Committee independently considers evidence and conclusions of the Group Compliance Committee, and issues sanctions when appropriate.

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At Schneider Electric, we believe that access to energy and digital are basic human rights. To date, 840 million people in the world still lack access to electricity. This figure is down from 1.2 billion in 2010, indicative of significant progress made in the last decade. We must do even more.

Market economy will not last without more inclusiveness. It’s not a matter of ideology, it is a hard realism that calls us to a collective action, for both governments and companies. Our aim is to build a constructive dialogue to advance social inclusion, pilot and scale innovative, inclusive micro-economic business models, and contribute to inform macroeconomic policies.

Emmanuel Faber,
Co-chairman, Business for Inclusive Growth

Development action for a more inclusive world

In addition to achieving universal energy access, sustainable development is also about improving the living standards of local populations. This means promoting economic development in rural areas and supporting skills training. Schneider’s efforts include affordable solutions; impact investing; entrepreneurial opportunities; and engaging communities, employees, and non-profits around the topic of energy.

As Schneider works toward its ambitious development targets, the company also helps advance the following U.N. SDGs:

- **SDG 1** (to end poverty)
- **SDG 4** (to advance quality education)
- **SDG 7** (to ensure access to affordable, reliable, sustainable, and modern energy for all)

In September 2019, Schneider joined the Business for Inclusive Growth (B4IG) coalition, sponsored by the French Presidency of the G7 and overseen by the OECD to address inequality.

Among 34 international member companies, we help strengthen efforts to reduce inequalities linked to opportunity, gender, and geography to synergize with government-led efforts.

Sustainable development means leaving no one behind.

To help establish the developing world, Schneider is mindful of vulnerable countries and populations. We act as ambassadors for a just transition, where a healthy economy and a clean environment co-exist.
2019 development highlights

At Schneider Electric, energy access is regarded as a basic human right. Everyone is entitled to the modern energy that creates social and economic development to secure a better life. In 2019, we reinforced our program so it targets six main energy impacts for a better life: health, agriculture, community, women, education, and emergency.

Here's how and where our training initiatives made a difference in 2019.

Training

Beyond equal energy access, we support the local job creation and skills development that must accompany universal energy access, because one cannot exist without the other. This is made possible by the Schneider Electric Foundation under the aegis of Fondation de France. Learn how vocational training plays a key role in providing energy access for all. The Tomorrow Rising web series showcases our international energy training program for determined people and young entrepreneurs from underprivileged backgrounds.

Ivory Coast:
- Joined forces with the International Rescue Committee and the Mastercard Foundation to train 1,250 young people in solar and electrical trades – 60% of whom were women
- Educated 750 young people in entrepreneurship, and will support two new training centers in 2020

Mali, Senegal, and Niger:
- Won the European Union’s “Women Entrepreneurship in Renewable Energy” call for projects — a consortium led by Plan International and CARE to provide technical training to female entrepreneurs
- Will support the development of 4,650 small and medium women-led enterprises over three years

Ghana:
- Partnered with Village Exchange Ghana in vocational training, targeting 80% women
- Center specifically designed with flexible hours to fit women’s and young mothers’ lifestyles

Power for All advocacy campaign

Through the Schneider Foundation, and alongside the Rockefeller Foundation, we co-finance the Powering Jobs campaign. In 2019, Power for All, Schneider, and the Rockefeller Foundation published the Powering Jobs Census report to examine the state of the energy access workforce.

Ivy Coast:
- Jointed force with the International Rescue Committee and the Mastercard Foundation is to train 1,250 young people in solar and electrical trades – 60% of whom were women
- Educated 750 young people in entrepreneurship, and will support two new training centers in 2020

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Delivering access to electricity in Africa

In partnership with the African Biofuel and Renewable Energy Company (ABREC) on behalf of the West African Economic and Monetary Union (WAEMU), Schneider supplied a Villaya Agri-Business “multi-energy” power station, providing electricity and heat for irrigation, lighting, fish farming, agricultural transformation, and — soon — drinking water without CO2 emissions. Approximately 100,000 people will benefit from this solution through eight pilot studies in WAEMU countries.

National CSR Award recognition

Schneider Electric earned an Honorable Mention from the government of India at the Annual National CSR Awards Ceremony in October 2019. Schneider was honored for its contribution to the national priority of environment and sustainable development, including solar energy.

United Nations High Commissioner for Refugees (UNHCR, multi-country)

Jean-Pascal Tricoire, Chairman & Chief Executive Officer of Schneider Electric, and UNHCR High Commissioner Filippo Grandi signed a memorandum of understanding in Davos in 2018. To date, Schneider is the only major energy company to have signed such a partnership with UNHCR. The group is an official supplier of Mobiya solar lanterns, and 130,000 families benefited from the devices in 2018 through early 2020.

United Nations High Commissioner for Refugees (UNHCR, multi-country)
Solutions for reliable power and productive uses in Asia-Pacific

India: Energy for Livelihoods

Schneider’s “Energy for Livelihoods” initiative transformed the lives of women farmers with an innovative solution — Villaya Agricube. These hybrid microgrids employ control and monitoring technology to enable solar energy consumption, reducing the use of production factors for farmers and transforming agriculture. The ongoing program aims to improve the livelihoods of more than 30,000 female farmers to support efficient cooks for water pumps in irrigation.

Supporting social innovation to fight energy poverty

Unlocking solutions to support families in need

Over the past five years, the Schneider Electric Foundation has partnered with local affiliates and other entities to support people in need by improving the situation of families facing energy poverty in Europe.

The Social Innovation to Tackle Energy Poverty (SocInn-TEP) Solutions Accelerator is an innovation-led co-created by Schneider and the Schneider Electric Foundation, with Fondazione Enel. The program has supported 15 social innovations in 15 countries, focusing on the first 10 European countries where levels of energy poverty are particularly high. Participants complete jury to support programs and claim a monetary prize. After two selection stages, 15 finalists were chosen to accelerate their ideas, improve strategy, and amplify their positive impact.

Our GOALs by 2025 are to help all Schneider Electric employees dedicate at least one full volunteering day each year to highlight their commitment to the U.N. SDGs.

India’s Livelihoods-Hifadhi project

India’s Livelihoods-Hifadhi project, from efficient cookstoves via the Livelihoods-Hifadhi project, 60,000 families benefited from this program in India.

India’s Livelihoods-Hifadhi project, from efficient cookstoves via the Employment Program, 400,000 underprivileged people will benefit from this program in India.

HCL Foundation

Schneider’s project with the HCL Foundation is one of the largest groups of rural microgrids in Asia-Pacific, supplying electricity to 30,000 people in homes and for street lighting, microenterprise, more than 10,000 students, and clinics. The microgrids are connected to the Schneider Electric EcoStruxure™ for Energy Access platform — a remote, cloud-based, easy-to-use platform that provides a control solution to manage the load and power generated by micro-enterprises.

Schneider Energy Access Asia

Schneider launched its first impact fund in 2016, after 10 years of success in impact investing. Its partners: NordFund, DFIN, and Aardvark created the new impact fund, called Schneider Electric Energy Access Asia, to target the 350 million people outside the energy access in India, Bangladesh, Myanmar, Indonesia, and the Philippines. The strategy is to provide electricity to households, small businesses, and collective services, including health or health-related investigates in the value chain of access to energy, manufacturers, distributors, and solution providers.

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Schneider Volunteer NGO

Volunteers is our global employee engagement program that empowers our people to get involved in global or local volunteering initiatives in education, access to energy, and more. This global platform connects employees with opportunities that fit their interests and 100 countries will be supported in emerging countries. 600,000 people will benefit from the Livelihoods-Hifadhi project.

Schneider’s strategy is to provide access to clean, sustainable, and reliable energy while ensuring no one is left behind.

Our development impacts for the SDGs

By 2020

>90% renewable electricity
>0.86 medical incident per million hours worked
>90% of employees covered under the Pay Equality Framework
>all summer of our Access to Energy Program
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In response to the COVID-19 pandemic, Schneider is mobilizing at all levels to ensure the long-term provision of services and equipment for critical infrastructure. Our solutions in vital environments such as hospitals, data centers, utilities, and more help ensure people stay safe and connected during a difficult time. Our purpose has never been more clear than now.

With responsive action and proactivity, we’re developing and deploying solutions as quickly and widely as possible to mitigate the health, social, and economic difficulties that will arise during and after the crisis.

As we adjust our operations to make the biggest impacts we can, we do not lose focus on our long-term vision; we’re committed to advancing sustainability for the preservation of the planet and the progress of people everywhere.

Revenue by geography

<table>
<thead>
<tr>
<th>Region</th>
<th>2019 Revenue</th>
<th>Organic Growth</th>
</tr>
</thead>
<tbody>
<tr>
<td>Western Europe</td>
<td>€4.2B</td>
<td>26%</td>
</tr>
<tr>
<td>Asia-Pacific</td>
<td>€2.9B</td>
<td>29%</td>
</tr>
<tr>
<td>Rest of the World</td>
<td>€19.1B</td>
<td>16%</td>
</tr>
<tr>
<td>North America</td>
<td>€7.7B</td>
<td>29%</td>
</tr>
<tr>
<td>100 countries</td>
<td>135,000+</td>
<td>77% of revenue in energy management (5.2% organic growth)</td>
</tr>
<tr>
<td>23% of revenue in industrial automation (1.1% organic growth)</td>
<td>29%</td>
<td></td>
</tr>
</tbody>
</table>

2019 year in review

- €27.2B in revenue (4.2% organic growth)
- €4.2B adjusted EBITA (5.7% organic growth)
- 135,000+ employees in more than 100 countries
- 26% of revenue in energy management (5.2% organic growth)
- 29% of revenue in industrial automation (1.1% organic growth)
### 2019 revenue distribution to our stakeholders

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount (€ million)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019 Total Revenue</td>
<td>27,158</td>
</tr>
<tr>
<td>Investment capabilities</td>
<td>2,986</td>
</tr>
<tr>
<td>R&amp;D</td>
<td>1,368</td>
</tr>
<tr>
<td>Employees' wages</td>
<td>7,333</td>
</tr>
<tr>
<td>Donations to Non-governmental organizations</td>
<td>20</td>
</tr>
<tr>
<td>States income taxes</td>
<td>690</td>
</tr>
<tr>
<td>Net bank fees</td>
<td>129</td>
</tr>
<tr>
<td>Procurements and other expenses</td>
<td>14,704</td>
</tr>
<tr>
<td>Net financial investments</td>
<td>169</td>
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### Digital growth

**Connectivity**
- 2.94 million assets managed—up 50% year over year
- 75,000 customers gathered across five global innovation Summits
- Launched the Schneider Electric Exchange, the world's first open, cross-industry ecosystem that promotes collaboration (31,000+ registered users, 330+ offers)

**Experience**
- Drive single and double-digit growth across segments, driven by EcoStruxure

**Scale**
- 20,000+ system integrators and developers
- 3.94 million assets managed across six domains—Building, Power, IT, Machines, Plant, and Grid—in more than 80,000 installations
- Connected more than 1B devices with EcoStruxure

**Ecosystem**
- 2019 mergers, acquisitions, and divestments
  - Larsen & Toubro™ Ltd.'s Electrical and Automation business combined with Schneider India's Low Voltage and Industrial Automation business.
  - ALPI™, the European leader in calculation software for electrical installations, joined Schneider.
  - The U.S. panels business disposed of in the second quarter.
  - Pelco, formerly in the Energy Management segment, was sold.
  - Converse Energy Projects GmbH, formerly in the Energy Management segment, was sold.

Our executive committee

(As of June 1, 2020)

- Jean-Pascal Tricoire, Chairman & Chief Executive Officer
- Annette Clayton, Executive Vice President, North America Operations
- Frédéric Abbal, Executive Vice President, Services
- Philippe Delorme, Executive Vice President, Energy Management
- Peter Herweck, Executive Vice President, Industrial Automation
- Barbara Frei-Spreiter, Executive Vice President, Europe Operations
- Christel Heydemann, Executive Vice President, France Operations
- Luc Rémont, Executive Vice President, International Operations
- Yin Zheng, Executive Vice President, China Operations
- Olivier Blum, Executive Vice President, Strategy & Sustainability
- Hervé Coureil, Executive Vice President, Governance & Secretary General
- Emmanuel Lagarrigue, Executive Vice President, Innovation
- Charise Le, Executive Vice President, Global Human Resources
- Chris Leong, Executive Vice President, Global Marketing
- Hilary Maxson, Executive Vice President, Finance & Control
- Mourad Tamoud, Executive Vice President, Global Supply Chain
- Mourad Tadjeddine, Executive Vice President, Global Marketing
We believe access to energy and digital is a basic human right

Our generation is facing a tectonic shift in energy transition and industrial revolution catalyzed by accelerated digitization in a more electric world. For the first time in history, we can all participate in a step-change in efficiency and sustainability. Our generation is facing a tectonic shift in energy transition and industrial revolution catalyzed by accelerated digitization in a more electric world. For the first time in history, we can all participate in a step-change in efficiency and sustainability.

Our key resources and relationships

Environment: We operate our energy and resource across 230,000+ facilities and 193 sites committed to zero landfill waste. 50% of electricity from renewables in 2019. 87,000+ tons of primary resource consumption saved with circular models.

Partners and Suppliers: We empower our 65,000+ strong partner ecosystem to expose our coverage and we arm our 3,800+ ecoXpert program partners to drive new digital interoperable solutions.

Financial strength: Our organic growth, consistent margin improvement and disciplined capital allocation drives sustainable, positive free cash flows of €3.0 billion.

Delivering strong growth (+2%) from our portfolio of energy and automation solutions.

We lead in delivering sustainability and efficiency in:

- Energy: Digitalization and automation solutions for efficiency and sustainability.
- Industrial Automation: All-digital solutions for growth, reliability and safety.
- Infrastructure: Smart grids and buildings deliver strong growth.
- Data centers: We design Green Premium™ offers.
- Homes and Buildings: 99% of our global workforce covered by our Pay Equity framework.
- Medical incidents per million hours worked reduced to 0.79.

We champion open, connected and interoperable solutions.

We supply best-in-class products to partners to integrate in their solutions.

We are obsessed with connected and interoperable solutions.

Our unique way

We believe access to energy and digital is a basic human right

Our generation is facing a tectonic shift in energy transition and industrial revolution catalyzed by accelerated digitization in a more electric world. For the first time in history, we can all participate in a step-change in efficiency and the rare opportunity to reconcile the paradox between progress for all, and a sustainable future for our planet.

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Our sustainable value for all stakeholders

Our business model delivers consistent, sustainable, and strong financial performance and attractive returns.

As responsible corporate citizens, we uphold the highest standards of ethical business conduct to strengthen collective trust, cultivate long-term stability, and comply with local regulations.

Empowering underserved communities

Delivering return and profits to shareholders

Prioritizing ethical partnership with suppliers

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The board of directors determines company-business policies in accordance with its social interest and while considering its social and environmental aspects. It oversees its implementation and examines all matters related to the efficient operation of the business.

At the end of the annual shareholders’ meeting on April 23, 2019, the board of directors had 14 members. Following the passing of Axelrod “Mary” Ma, the resignation of Carina Oubach-Happ, and the appointment of Jill Lee at the shareholders’ meeting on April 25, 2019, the board now comprises 13 members. At the annual shareholders’ meeting of the same shareholders on April 23, 2020, the board now comprises 12 members. At the same shareholders’ meeting, Fred Kindle was reelected and Lip-Bu Tan, out of whom three are non-European members (excluding the employees’ representative).

The diversity of the board is as follows: Women comprise 42% of the board (excluding the employees’ representative).

There are eight European members, out of whom three are French, and there are five non-European members.

An overview of board meetings in 2019

<table>
<thead>
<tr>
<th>Board meetings</th>
<th>Number of meetings: 7</th>
<th>Average meeting duration: 7 hrs</th>
<th>Average attendance rate: 93%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Audit and Risks committee</td>
<td>Number of meetings: 5</td>
<td>Average meeting duration: 3 hrs</td>
<td>Average attendance rate: 95%</td>
</tr>
<tr>
<td>Including the joint meeting with the Digital committee relating to cybersecurity risk review</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Governance and Remunerations committee</td>
<td>Number of meetings: 6</td>
<td>Average meeting duration: 2.5 hrs</td>
<td>Average attendance rate: 100%</td>
</tr>
<tr>
<td>Including the joint meeting with the Human Resources and Corporate Social Responsibility committee (GRI); relating to the 2020 compensation structure for corporate officers and members of the Executive committee, pay equity ratio, and 2020 long-term incentive plan of the corporate officers</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Human Resources and Corporate Social Responsibility committee</td>
<td>Number of meetings: 5</td>
<td>Average meeting duration: 1.5 hrs</td>
<td>Average attendance rate: 100%</td>
</tr>
<tr>
<td>Including the joint meeting with the Governance and Remunerations committee relating to the 2020 compensation structure for corporate officers and members of the Executive committee, pay equity ratio, and 2020 long-term incentive plan of the corporate officers</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Investment committee</td>
<td>Number of meetings: 4</td>
<td>Average meeting duration: 2.25 hrs</td>
<td>Average attendance rate: 100%</td>
</tr>
<tr>
<td>Digital committee</td>
<td>Number of meetings: 4</td>
<td>Average meeting duration: 2 hrs</td>
<td>Average attendance rate: 100%</td>
</tr>
<tr>
<td>Including the joint meeting with the Audit and Risks committee relating to cybersecurity risk review</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

About this report

This report is intended to engage stakeholders on Schneider Electric’s achievements and goals related to current business strategy and our ongoing commitment to sustainable development. Our goal is to provide the required, competitive, and transparent performance information on Schneider Electric’s Company’s commitment to sustainable development. It encompasses the exercise of all ethical and social responsibilities in the company’s international activities for corporate social responsibility (CSR) reporting in line with the Global Reporting Initiative (GRI) and ISO 26000 standard. The report is available in English and French, and there is a digital version available on the Schneider Electric website.

This report was guided by four international frameworks for corporate social responsibility (CSR) reporting: the Global Reporting Initiative (GRI); the U.N. Global Compact; the International Integrated Reporting Council (IIRC); and the ISO (26000) standard.

Acknowledgements

The Management Document with France’s Autorité des Marchés Financiers (AMF) is available on the Schneider Electric website: sdreport.se.com.

The Registration Document filed with France’s Autorité des Marchés Financiers (AMF) is available by request on the Finance page of our corporate website: se.com/company.

The report is based on Schneider Electric’s corporate social responsibility (CSR) reporting information: the Global Reporting Initiative (GRI); the U.N. Global Compact; the International Integrated Reporting Council (IIRC); and the ISO (26000) standard.

This report was guided by four international frameworks for corporate social responsibility (CSR) reporting: the Global Reporting Initiative (GRI); the U.N. Global Compact; the International Integrated Reporting Council (IIRC); and the ISO (26000) standard.
The full digital experience of the “Schneider Sustainability Report 2019 – 2020” is available at:

sdreport.se.com